



MCOLES
Michigan Commission on Law Enforcement Standards

520 Hour Regular Employment Standard Chronology

Law enforcement officers, unlike other professionals, have the broad responsibility of doing whatever is necessary to protect public safety. Often, there is no textbook response that will apply in a particular situation. Consequently, officers must draw upon their knowledge and experience in crafting solutions to problems they face on a daily basis. In so doing, it has repeatedly been demonstrated that knowledge and experience apart from one another are incomplete in equipping officers to meet these challenges. It is absolutely necessary that knowledge gained through training is tempered by experience in the field. This will not only enhance the ability of law enforcement to protect the public, it is a key component of officer safety and survival.

- 1965 Public Act 203 was enacted with the mandate of regular employment for certification / licensing as a law enforcement officer.
- 1970 Michigan Court of Appeals defined regular employment as a pattern of conduct, however irregularly it is pursued.
- 1973 Attorney General Opinion No. 4972 defined regular employment as work that is substantial rather than merely occasional.
- 1978 Attorney General Opinion No. 5265 defined a person that serves on an ad hoc basis without any regularity as "temporarily engaged" not temporarily employed or serving on a part-time basis.
- 1980-1990s The Commission attempted to provide direction to the law enforcement community on the issue of regular employment through the use of opinions and case law.
- 2001 The Attorney General encouraged the Commission to define regular employment to provide proper guidance to the law enforcement community.
- 2004 Defining regular employment became a Commission strategic initiative – an internal Commission task force was established to review the issue.
- 2005 Conducted research using the MCOLES Annual Registration Information as well as information from other states.

- 2006 Conducted a survey of the entire law enforcement profession on the "Utilization of Part-Time Law Enforcement Officers" to gather information regarding scheduling, budget issues, training requirements, and contractual agreements.
- Dec 2006 Survey Results: The Commission received survey responses from 97% of Michigan's law enforcement community. 78% of agencies that employ part-time officers and 91% of agencies that do not employ part-time officers indicated that a law enforcement officer should be required to perform regular and continuous duties for a minimum number of hours during a calendar year.
- 2007 A series of town hall meetings was held across the state to provide information and gather input from the field.
- 2007 Information was brought back to the Commission committee on Regular Employment for review and discussion in the development of a standard.
- 2007-2008 The Commission Committee on Regular Employment held 5 public hearings around the state on a proposed Regular Employment Standard. The proposed standard was eventually modified pursuant to input received in these hearings.
- 2008 The Commission analyzed the 2007 Annual Registration data to determine the impact of the modified version of the proposed standard. It was determined that 60% of the part-time population would actually have met the standard based on 2007 data.
- April 2008 A standard defining regular employment as 520 hours worked in a calendar year was unanimously passed by the 15 member Commission with an effective date of 2012.
- 2008 Information was distributed to the law enforcement community through professional conferences, meetings, advisory boards and individual contact. Objection from small law enforcement agencies was noted. Information gathering on implementation strategies was initiated.
- Feb 2009 An informational meeting was held to gather feedback on implementation impact. A work group composed of leaders among those opposing the standard was formed and will begin meeting to develop implementation strategies to address the needs of officers falling below the 520 hour threshold.